

Proposed New Benefit Cost Compared to No Action Scenario

Version: -With HUSKY, -New Hires Start 2010, -SENIORITY CONSTANT for Paid Time Off

Cumulative Cost Savings Over 5 Years: 22695.30605

Cumulative Cost Savings Over 7 Years (through 2015): 831914.1976

			2009	2010		2011		2012		2013		2014		2015	
			Cost	Cost	% Increase	Cost	% Increase	Cost	% Increase	Cost	% Increase	Cost	% Increase	Cost	% Increase
32BJ Proposed Cost	Hourly	Average CT Wage Rates (Incumbents)*	14.60122263	15.11226542	0.035	15.64119471	0.035	16.18863652	0.035	16.7552388	0.035	17.34167216	0.035	17.94863069	0.035
		32BJ Wage Blended (New Hires)**	12.25	12.875	0.051020408	13.5	0.048543689	13.9725	0.035	14.4615375	0.035	14.96769131	0.035	15.49156051	0.035
		32BJ Health***	3.29	3.59	0.09118541	3.78	0.052924791	3.993479037	0.05647594	4.219014502	0.056475936	4.457287294	0.056475936	4.709016765	0.056475936
		32BJ Pension	0.6	0.65	0.083333333	0.7	0.076923077	0.7	0	0.7	0	0.7	0	0.7	0
		Average 32BJ Paid Time Off Cost	0.956920589	0.976837502	0.020813548	1.001095743	0.024833446	1.02318332	0.0220634	1.046356228	0.022647856	1.068986471	0.021627666	1.091888047	0.021423635
	Full Contract	Total Health & Pension for Contract	4760392.32	5171901.76	0.086444438	5465838.08	0.056833315	5725058.721	0.0474256	5998919.091	0.047835382	6288245.981	0.048229837	6593912.878	0.048609246
		Total Wage for Contract	18246300.32	18703183.29	0.025039759	19237540.05	0.028570365	19773540.66	0.02786222	20323495.32	0.027812655	20887724.22	0.027762395	21466552.86	0.027711427
		Total Paid Time Off	1197390.905	1222312.859	0.020813548	1252667.098	0.024833446	1280305.195	0.0220634	1309301.363	0.022647856	1337618.496	0.021627666	1366275.146	0.021423635
		Total Contract	24204083.54	25097397.91	0.036907589	25956045.23	0.034212604	26778904.57	0.03170203	27631715.77	0.031846381	28513588.69	0.031915243	29426740.83	0.032025158
CT Standard Rates	Hourly	Average CT Wage *	14.60122263	15.11226542	0.035	15.64119471	0.035	16.18863652	0.035	16.7552388	0.035	17.34167216	0.035	17.94863069	0.035
		30% Benefits ****	4.380366788	4.533679626	0.035	4.692358413	0.035	4.856590957	0.035	5.026571641	0.035	5.202501648	0.035	5.384589206	0.035
	Full Contract	Total Benefits for Contract Including HUSKY for Children	5706079.026	6167004.338	0.080777941	6405418.254	0.038659599	6653982.158	0.03880526	6913195.74	0.038956158	7183587.734	0.039112446	7465717.859	0.039274265
		Total Wage for Contract	18246300.32	18884920.83	0.035	19545893.06	0.035	20229999.32	0.035	20938049.29	0.035	21670881.02	0.035	22429361.85	0.035
		Total Contract	23952379.35	25051925.17	0.045905495	25951311.31	0.035900879	26883981.48	0.03593923	27851245.03	0.035979178	28854468.75	0.036020785	29895079.71	0.036064118
Savings	Cost Savings Between 32BJ and CT Standard Rate for Total Contract		-251704.199	-45472.73881	-0.819340563	-4733.918305	-0.895895466	105076.9008	-23.1966021	219529.2613	1.089224744	340880.0591	0.552777325	468338.8325	0.373910911

*This is the weighted average by number of workers across the three different Area Rates.

** This is the New-Hire Rate received after working 1 year. The total calculation also takes into account the lower wage rates received before an employee has worked for 1 year.

*** This is the Suburban Rate. The total calculation takes into account the higher City Rate at certain buildings, as well as the lower rate Part-Time Suburban workers receive who work less than 30 hours per week.

****This hourly rate does not include HUSKY cost. The HUSKY Cost is included in the Total Contract Cost